

John Andrew

Montana Department of Labor and Industry

Labor Standards Bureau

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John Andrew retired as acting Administrator of the Business Standards Division in the summer of 2006. He served as the Chief of the Labor Standards Bureau of the Montana Department of Labor and Industry for many years. John has been employed with the Department for 30 years in a variety of positions including wage and hour compliance specialist, mediator, and hearing examiner. As a hearing examiner John conducted hundreds of contested case hearings involving a variety of employment related issues including wage and hour, workers' compensation and collective bargaining in the public sector. Prior to assuming his management position John worked for the Board of Personnel Appeals as a labor mediator where he mediated numerous disputes involving public sector employers and labor organizations. John is a Helena native who graduated from Carroll College in 1977 with degree in Political Science and had a successful, but brief, career as a gravedigger prior to joining the Department.

Richard Ahearn

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Richard L. Ahearn was appointed Regional Director of the National Labor Relations Board's Regional Office in Seattle, WA (Region 19), in 2003. Mr. Ahearn joined the NLRB in 1973 as a student assistant in the Boston, MA Regional Office (Region 1) and became a legal assistant in the agency's Buffalo, NY Regional Office (Region 3) in 1974 after graduating from Northeastern University School of Law. Upon passing the bar, Mr. Ahearn was promoted to a Field Attorney in Region 3 in 1975. He was assigned to the Albany, NY Resident Office in 1976 and transferred as a Supervisory Attorney in 1979 to the Baltimore, MD Regional Office (Region 5). He was promoted to Deputy Regional Attorney in 1979, to Regional Attorney in 1981, and Regional Director in the Buffalo office in 1987. Mr. Ahearn had been serving since April 1995 as Regional Director of the NLRB's Regional Office in Cincinnati, OH (Region 9). A native of Northampton, MA, Mr. Ahearn received a B.A. degree in 1968 from Columbia College, New York City and a J.D. degree in 1974 from Northeastern University School of Law. Before entering law school in 1971, he taught American History at the Dalton School in New York City from 1968-70, and was director of the Neighborhood Youth Corps for Hampshire County, MA from 1970-71. Mr. Ahearn and his wife Susan have two daughters.

John Astle

Arbitrator – Factfinder
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John Astle started his labor relations career in 1965 as an officer and member of the negotiation committee with the Butte Typographical Union and continued in the same capacity with the Butte Teachers Union from 1975 to 1980. He served two terms on the Montana Board of Personnel Appeals from 1981 to 1989. Astle has been an arbitrator since 1983, and on the roster of FMCS arbitrators panel since 1987. He joined the Montana Arbitrators Association (MAA) in 1982, and served as president from 1988 to 1998 and has been the MAA Treasurer since then. He lives in Butte and is a retired English and journalism teacher.

Allan Audet

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Board of Personnel Appeals, Member

Allan Audet is the past-president of the Billings Education Association. He graduated from Montana State University – Billings in 1992 with a Bachelor of Science degree in Elementary/Special Education. Allan taught in Billings School District #2 from 1992 to 2002. During his tenure with the District he was involved in various labor union activities such as serving on the negotiation teams, Political Action Committees, Insurance Committees and the MEA-MFT Board of Directors. Mr. Audet was elected First Vice-President of the BEA in 2002 where he carried out his responsibilities of participating in the local Central Labor Council and helping with lobbying at the state legislature. Currently Allan has been chosen to serve on a Local Leaders Task Force for the American Federation of Teachers in Washington D.C. The Task Force focus is to develop a plan to increase communication between the National and State organizations and better utilize the resources and personnel of the AFT. Any free time is absorbed by coaching baseball, woodworking, or spending time outdoors fly-fishing and hunting with his wife, Simmy, and children, Aaron and Ashley.

Rita Callahan

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Rita Callahan, of *Working It Out*, is a collaboration and conflict management consultant who mediates, trains, conflict coaches, facilitates and speaks nationally. She consults with federal agencies, the Georgia Office of Dispute Resolution, and companies including Financial Services Corporation, Blue Cross Blue Shield, The Ayers Group, the International Association of Facilitators, and National Conflict Resolution Center for the last 15 years. She has mediated over 500 cases, provides mediation and conflict resolution workplace training, and coaches mediators, managers and employees throughout the US. She is on national training projects with the Air Force and Transportation Security Agency. She Co-Chairs the ABA – Dispute Resolution Section's Expanded Conflict Resolution Committee and is on the Board of Directors of the Association for Conflict Resolution. She is a national speaker at conferences including the ABA – Dispute Resolution Section, Association for Conflict Resolution, Society for Human Resource Management (SHRM), International Association for Facilitators, Federal Employed Women, ADR conferences in NY, NJ, PA, and GA. Ms. Callahan has a Master's in Decision Science and is an Advanced Practitioner in Workplace Mediation through the Association for Conflict Resolution.

Karl J. Englund

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Karl Englund is a 1974 graduate of the University of Montana and a 1982 graduate of the University of Montana Law School. He practices law in Missoula where his practice is limited to labor, environmental and personal injury law and litigation. He has represented, among others, the Montana AFL-CIO, the Montana District Council of Laborers, Local 400 of the International Union of Operating Engineers, the Montana Education Association-Montana Federation of Teachers, the Montana Nurses' Association, the Missoula County Deputy Sheriff's Association, and police and firefighter unions in Kalispell, Missoula and Butte. Before attending law school Karl worked for the Northern Plains Resource Council, the Environmental Policy Institute of Washington D.C., Max Baucus and the late Senator Lee Metcalf.

William Greer

Arbitrator

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Bill Greer graduated from Washington University Law School (St. Louis) in 1973 and the next day pointed his 1965 VW back to Portland, Oregon. For seven years he represented unions in a private law practice and then, over the 23 years from 1980 through 2003, he was an administrative law judge for the Oregon Employment Relations Board. Bill was a part-time labor arbitrator from 1996 through 2003 and has been a full-time arbitrator since 2004; he has decided over 50 grievance and interest arbitration disputes in Alaska, Idaho, Montana, Oregon, Utah, and Washington. He is the membership vice-president of the Oregon chapter of the Labor and Employment Relations Association (LERA). In addition, Bill has been the editor of *Labor and Employment Law--Public Sector* (a CLE volume published by the Oregon State Bar); is the publisher of *The Oregon Public Employee Collective Bargaining Act Digest*; and is the author of *Enforcement of Grievance Arbitration Awards under the Oregon Public Employee Collective Bargaining Act* (University of Oregon Labor Education Research Center 2000). He and his spouse of 35 years, Carol, hiked through Glacier National Park (to Sperry Glacier and Granite Park chalets) in 2006 and from rim-to-rim across the Grand Canyon in 2002.

Patrick Halter

Arbitrator, Factfinder, Mediator

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Patrick Halter is an Adjunct Professor of arbitration at Colorado State University Institute for Advanced Dispute Resolution and of employment relations at the University of New Mexico. Patrick has extensive experience in arbitration and mediation of labor and statutory employment disputes of contract interpretation and application, rates of pay, rules, working conditions, and contract formation. He is also experienced in grievance arbitration and interest arbitration, med-arb, factfinding (sexual harassment, civil rights, individual employment agreements), and class-action grievance facilitation. He has resided in Albuquerque, New Mexico and visited Montana for years, but has recently added Columbia Falls, Montana as a business location.

Jack Holstrom, Personnel Services Administrator

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Board of Personnel Appeals, Chair

Jack Holstrom is the Personnel Services Administrator for the MACo/JPIA Property and Casualty Insurance Trust, where he consults with county elected officials on human resource issues. Previous to his present employment, Jack represented the Montana Department of Transportation and other agencies in collective bargaining and other human resource issues for 22 years. Jack received his undergraduate and then completed his J.D. from the University of Montana in 1968. Since 1999 Jack has been the Presiding Officer for the Montana Board of Personnel Appeals.

Steve Johnson, Director of Human Resources

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Board of Personnel Appeals, Member

Steve Johnson has been a management member of the Board of Personnel Appeals since 2001. He currently works as the Director of Human Resources for Missoula County, a position he has held since 1996. Missoula County currently has ten collective bargaining units. Steve also worked for eight years in the State of Montana's Personnel Division, as the state's chief labor negotiator, and as a labor relations specialist and a personnel specialist. He is a Missoula native and graduated from the University of Montana. He married Beth Johnson and they live in Missoula's Rattlesnake Valley with their four children.

Vicki Knudsen, Labor Mediator

Conference Coordinator

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Vicki Knudsen joined the ranks of agent for the Board of Personnel Appeals in 2001, and was promptly informed she was not only a labor mediator but had won the distinction of being the coordinator for the annual Arbitration and Labor Relations Conference. Vicki received her BS in Education in 1982 from Northern Montana College and her JD from the University of Montana in 1985. For the next 16 years she practiced law in first Glasgow then Roundup, Montana, working primarily in criminal and family law. Through these experiences Vicki realized the phrase "mediate, don't litigate" needed to become her battle cry. She was first certified as a mediator in 1996 and soon became a Full Member with Family Designation of the Montana Mediator's Association. Consolidation of the three major national organizations of conflict resolution professionals in 2001 created the Association for Conflict Resolution (ACR), in which Vicki became active almost immediately. She is now a member of the Leadership Council for

The Workplace Section and is one of just 46 people with the Advanced Practitioner (AP) designation for the Workplace Section of the ACR, and draws upon her contacts with this organization to put together the annual conference in Montana. Vicki enjoys family, yard work and traveling.

Tonya McCormack, Bureau Chief

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Tonya McCormack is the Bureau Chief of the Labor Standards Bureau of the Montana Department of Labor and Industry. The bureau is responsible for enforcement of a variety of labor laws including minimum wage, overtime, and collective bargaining for the public sector, wage payment, child labor and prevailing wage (Little Davis-Bacon). Tonya has been employed with state government for 26 years, the last 13 years with the Labor Standards Bureau. Tonya is a graduate of Carroll College. She resides in Helena.

Ken McElroy, Bureau Chief

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Ken McElroy is a proud 3rd generation Montanan. A 1965 graduate of Great Falls High School, with a B.A. in English and History from the University of Montana (69), Ken began work life as an English teacher at Billings Senior High. It was there that he developed a life long interest in Labor Relations when he became involved in one of the first teacher strikes under Montana's newly minted Public Employee's Collective Bargaining statute. He also served on the BEA union bargaining team. Ken taught for 7 ½ years before leaving education to take a stab at private business ownership when he purchased a tourist lodge on the border of Yellowstone National park. He subsequently did a stint with the MEA as a legislative session fill-in Uniserv director for the Missoula and Kalispell offices. He spent some time managing business's for a convenience store chain in Livingston and then Helena before coming to work for the state of Montana in 1987. For the last 20 years he has served the state in various capacities with the Departments of Administration, Labor, and Corrections. He has served as a Labor Relations specialist for 5 of those years and as a Personnel Bureau Chief for twelve years, first at Labor, and for the last 7 years he has been HR Bureau Chief for the Department of Corrections.

Paul Melvin, Senior Labor Mediator

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Paul Melvin is a native of Butte and was raised in that part of town known as Corktown, Saint Mary's Parish. After graduating from Butte Public High School, he attended Montana Tech before graduating from the University of Montana in 1971 with a BA in Political Science and History. He was awarded a Master in Public Administration from the John F. Kennedy School of Government at Harvard University in 1989. Paul worked in a variety of occupations prior to accepting his current position. He worked for the Milwaukee and BA&P railroads; the Anaconda smelter; retail trades; Sun River Cattle Co.; and as a mined-land reclamation inspector for the Department of State Lands. In 1978 he was hired by the Montana State AFL-CIO as a writer/researcher and began his career in the Labor Relations arena. He subsequently worked for Saint Louis University and the University of Texas as a researcher in public policy; and as a field representative for the Montana Federation of Teachers. After leaving the Kennedy School, Mr. Melvin was a campaign consultant to three city-wide campaigns in Seattle before returning to Montana and assuming his current position as a labor mediator for the Montana Department of Labor and Industry in January of 1992. When he is not working, Paul enjoys downhill skiing, fishing from a raft, and traveling with his son, Jesse.

Jeff Minckler

Management Representative

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Jeff Minckler is an independent management representative who has offered comprehensive representation of Montana employers in all aspects of labor relations, including negotiations, consultation, hearings, policy development and training since 1986. Clients include school districts, cities and counties, trucking, sheet metal and other private sector employers. He began his career in labor relations in 1973 when he became the business manager and chief spokesperson for the United Paperworkers International Union for Local 1145 in Missoula, Montana. From 1975 to 1978, Jeff worked for the State of Montana, first as a labor relations specialist in the Labor Relations Bureau, then as Chief of that Bureau and governor's designee for collective bargaining, where he was responsible to the Governor for all state labor relations activities for 76 bargaining units and acted as the Chair of State Pay Committee. Jeff was the chief negotiator and regional manager of the Montana Public Employees Association (MPEA) until 1982. He was director of labor relations for the Montana School Boards Association (MSBA) from 1982 until 1986. Prior to working in labor relations, Jeff was an instructor at the University of Montana for several years. He resides in Missoula with his wife, and is an avid Grizzly fan.

Quinton Nyman

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Robyn Rowe

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Board of Personnel Appeals, Alternate Member

Not provided.

Beth Schindler, Director of Mediation Services

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Beth Schindler is currently the Director of Mediation Services for the Western Region of the Federal Mediation and Conciliation Services (FMCS). Prior to this appointment, Beth served as Commissioner of Mediation for FMCS beginning in 1996, where she became known as an exceptional trainer in areas such as Interest Based Bargaining and Labor Management Cooperative Committees. Beth's additional experience in labor relations has been as a representative for employees of professional, clerical, insurance, health care and social service employers. She also has extensive experience working with the administration and development of Taft-Hartley Health, Welfare and Pension trust funds. Beth attended the George Meany Center for Labor Studies/Antioch University to complete a B.A. degree in Labor Studies.

LeRoy H. Schramm

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LeRoy H. Schramm was Chief Legal Counsel for the Montana University System from 1981 to August 2004, and has been diligently attempting to retire since that date. Prior to 1981 he was state director of labor relations and responsible for collective bargaining for all Montana executive branch agencies. He holds a B.A. from Valparaiso University, an M.A. from the State University of New York at Albany; a Ph.D. from the New York State School of Industrial and Labor Relations at Cornell University, and a J.D. from the William Mitchell School of Law. LeRoy serves on several non-profit boards and also as an occasional arbitrator, factfinder and mediator. He resides in Helena, Montana, with his wife.

Dore Schwinden

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Dore Schwinden is the Deputy Commissioner of the Montana Department of Labor and Industry. Born and raised in Wolf Point, Montana and a graduate of the University of Montana, Dore served in the House of Representatives in 1993 and 1995. He is the fourth generation owner/operator of a family farm in Roosevelt County and previously the President of a management and consulting firm representing the Stillwater Mining Company, Montana Farmers Union and a variety of political clients. Dore was formerly the Treasurer/CFO for the Montana Wildlife Federation and Land Board representative for the Office of the State Auditor. He resides in Helena with his son, Nick.

David W. Stiteler

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David W. Stiteler, former long-time Montana resident, has been involved in labor relations for nearly 30 years. He has a B.A. in Political Science (1972) and J.D. (1975), both from the University of Wyoming. After graduating from law school, he went to work as a labor relations specialist for the Montana State Department of Administration, later becoming the State's legal counsel for labor relations matters. David was then hired by the Montana Public Employees Association as its in-house counsel. In 1992, after representing both sides, he went to work for the Oregon Employment Relations Board as an administrative law judge. In 1996, the Governor appointed him to a full-time position as an ERB member. As an ALJ and ERB member, he authored over 200 opinions on a wide variety of labor relations and personnel issues. He was a frequent speaker at labor relations conferences in Oregon and Washington in the last six years.

After serving two terms on the ERB, most of it as the chair, David left in September 2003 to become a full-time arbitrator. He is on labor arbitrations panels of the FMCS and the states of Oregon, Washington, Montana, Hawaii, Nevada, and California. He is glad to have the opportunity to visit Montana again.

Matt Thiel

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Matt Thiel started his career in the labor arena in 1987 as a business representative with the Montana Federation of Teachers after completing his undergraduate program at the University of Montana. He left that position to attend the University of Montana Law School in 1990, where he was editor of the Montana Law Review prior to his graduation in 1993. Matt has practiced law as a partner at the Missoula firm of Smith & Thiel for the past twelve years, where his primary focus is labor law and personal injury. He resides in Missoula.

Alice Whiteman, Regional Human Resources Manager

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Board of Personnel Appeals, Member

Alice Whiteman is currently the Regional Human Resources Manager with Safeway, Inc. and was appointed to the Board of Personnel Appeals (BOPA) in 2006. Prior to this position Alice was a human rights investigator and officer with the Montana Human Rights Commission in Helena. She received her Masters in Public Administration with honors from MSU-Bozeman in 2003 while caring for her four children. She is active in the Society of Human Resource Managers (SHRMS).